

Richmond, VA

National Compensation Survey

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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Richmond, VA, Metropolitan Statistical Area (MSA). Data were collected between March 2007 and April 2008; the average reference month is October 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Richmond, VA, October 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$19.61	3.9	36.1	\$19.27	4.7	35.7	\$21.20	3.8	38.2
Worker characteristics^{4,5}									
Management, professional, and related	29.85	4.4	37.9	31.94	5.6	37.7	25.38	4.7	38.2
Management, business, and financial	34.26	9.0	40.6	35.56	10.4	40.8	28.34	13.2	39.9
Professional and related	27.56	3.7	36.6	29.41	4.4	35.9	24.68	5.0	37.8
Service	11.22	7.6	31.0	10.01	8.0	29.7	16.93	9.2	39.5
Sales and office	16.94	7.4	35.5	16.99	8.6	35.2	16.62	2.2	37.7
Sales and related	19.16	16.9	33.9	19.40	17.3	33.9	—	—	—
Office and administrative support	15.76	2.5	36.4	15.47	3.2	36.0	17.01	1.6	38.0
Natural resources, construction, and maintenance	18.32	2.1	40.1	18.48	1.9	40.1	16.93	5.2	40.0
Construction and extraction	16.92	6.8	40.0	17.03	7.4	40.0	16.10	7.5	40.0
Installation, maintenance, and repair	20.69	4.1	40.3	20.82	4.4	40.3	—	—	—
Production, transportation, and material moving	15.38	3.9	37.5	15.38	4.1	37.7	15.32	7.6	33.8
Production	16.61	6.2	39.0	16.57	6.4	39.0	—	—	—
Transportation and material moving	14.14	3.8	36.1	14.19	3.9	36.5	12.73	9.3	29.1
Full time	20.97	3.6	39.9	20.84	4.4	39.9	21.53	3.5	39.7
Part time	10.47	5.1	22.1	9.99	5.1	21.9	16.01	10.7	24.3
Union	20.53	3.8	38.8	20.60	4.1	38.7	—	—	—
Nonunion	19.55	4.1	36.0	19.18	5.1	35.5	21.24	3.8	38.2
Time	18.84	2.9	35.8	18.29	3.5	35.2	21.20	3.8	38.2
Incentive	28.04	18.9	40.5	28.04	18.9	40.5	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	19.56	2.8	39.9	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	17.37	5.6	35.0	17.34	5.7	34.9	—	—	—
100-499 workers	20.32	11.9	36.4	20.67	13.9	36.0	18.60	9.8	38.5
500 workers or more	22.82	3.4	38.0	23.09	5.0	37.8	22.46	4.1	38.2

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$19.61	3.9	\$20.97	3.6	\$10.47	5.1
Management occupations	38.36	10.0	38.36	10.0	—	—
Level 9	22.98	3.9	22.98	3.9	—	—
Level 11	36.16	3.5	36.16	3.5	—	—
Not able to be leveled	44.62	13.9	44.62	13.9	—	—
Computer and information systems managers	55.06	14.7	55.06	14.7	—	—
Financial managers	48.64	20.0	48.64	20.0	—	—
Not able to be leveled	52.35	23.6	52.35	23.6	—	—
Business and financial operations occupations	28.96	10.1	28.96	10.1	—	—
Level 6	17.93	2.7	17.93	2.7	—	—
Level 7	20.69	1.7	20.69	1.7	—	—
Level 8	26.88	14.4	26.88	14.4	—	—
Level 9	30.91	6.8	30.91	6.8	—	—
Level 10	34.11	4.6	34.11	4.6	—	—
Not able to be leveled	24.82	11.5	24.82	11.5	—	—
Management analysts	26.32	19.6	26.32	19.6	—	—
Accountants and auditors	27.02	8.1	27.02	8.1	—	—
Computer and mathematical science occupations	33.38	5.6	34.03	5.7	—	—
Level 9	32.94	3.9	32.94	3.9	—	—
Level 10	40.23	5.8	40.23	5.8	—	—
Level 11	39.86	4.6	39.86	4.6	—	—
Not able to be leveled	31.12	5.6	—	—	—	—
Computer programmers	35.57	5.0	35.57	5.0	—	—
Computer software engineers	35.98	4.9	35.98	4.9	—	—
Computer systems analysts	41.37	9.5	41.37	9.5	—	—
Architecture and engineering occupations	41.84	12.1	41.84	12.1	—	—
Engineers	46.41	9.8	46.41	9.8	—	—
Life, physical, and social science occupations	22.94	5.5	24.20	2.9	—	—
Community and social services occupations	20.67	7.3	20.65	7.5	—	—
Level 7	19.37	4.8	19.37	4.8	—	—
Counselors	22.65	9.7	22.65	9.7	—	—
Legal occupations	33.73	26.6	33.73	26.6	—	—
Education, training, and library occupations	27.00	1.7	27.43	2.0	14.16	9.4
Level 9	28.54	1.5	28.54	1.5	—	—
Not able to be leveled	28.90	8.0	30.35	7.6	—	—
Postsecondary teachers	30.84	7.9	30.82	8.0	—	—
Not able to be leveled	30.37	7.5	30.35	7.6	—	—
Miscellaneous postsecondary teachers	29.62	1.3	—	—	—	—
Primary, secondary, and special education school teachers	27.89	1.9	28.05	2.1	—	—
Level 9	28.54	1.5	28.54	1.5	—	—
Elementary and middle school teachers	28.24	4.8	28.48	5.5	—	—
Level 9	29.72	4.1	29.72	4.1	—	—
Elementary school teachers, except special education	27.80	4.5	28.07	5.1	—	—
Level 9	29.45	3.3	29.45	3.3	—	—
Secondary school teachers	28.31	1.2	28.47	.6	—	—
Level 9	28.47	.6	28.47	.6	—	—
Secondary school teachers, except special and vocational education	28.31	1.2	28.47	.6	—	—
Level 9	28.47	.6	28.47	.6	—	—
Special education teachers	26.36	1.9	26.36	1.9	—	—
Level 9	26.49	1.6	26.49	1.6	—	—
Arts, design, entertainment, sports, and media occupations	21.55	4.1	20.12	3.5	—	—
Not able to be leveled	21.83	6.6	—	—	—	—
Healthcare practitioner and technical occupations	23.78	9.7	23.68	11.8	24.44	10.0

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
–Continued						
Level 6	\$21.70	6.4	\$22.14	11.1	–	–
Level 7	18.68	7.2	–	–	–	–
Level 8	32.46	9.8	–	–	–	–
Level 9	28.66	5.3	28.62	6.8	\$28.81	2.0
Not able to be leveled	23.47	12.2	–	–	–	–
Registered nurses	27.89	4.7	27.82	5.3	28.11	5.6
Level 9	28.34	5.0	28.42	6.0	–	–
Therapists	32.59	15.3	–	–	–	–
Health diagnosing and treating practitioner support technicians	13.35	17.6	–	–	–	–
Licensed practical and licensed vocational nurses	18.82	5.0	18.84	2.5	–	–
Level 6	18.84	7.1	–	–	–	–
Healthcare support occupations	12.40	16.3	13.36	14.5	9.25	10.7
Level 3	10.63	7.1	11.29	3.1	–	–
Level 4	15.22	16.3	–	–	–	–
Nursing, psychiatric, and home health aides	10.74	4.5	11.37	1.3	9.27	12.4
Level 3	10.32	6.4	11.13	.7	–	–
Nursing aides, orderlies, and attendants	11.29	2.4	11.39	1.6	–	–
Level 3	10.94	.8	11.15	.6	–	–
Miscellaneous healthcare support occupations	13.65	19.8	14.45	18.0	–	–
Protective service occupations	17.13	10.3	17.31	10.5	–	–
Police officers	22.25	7.8	22.25	7.8	–	–
Police and sheriff's patrol officers	22.25	7.8	22.25	7.8	–	–
Security guards and gaming surveillance officers	11.20	3.9	–	–	–	–
Security guards	11.20	3.9	–	–	–	–
Food preparation and serving related occupations	7.86	2.8	9.33	4.1	6.72	4.9
Level 1	6.61	4.4	6.69	16.1	6.59	8.8
Level 2	7.71	8.1	9.41	7.6	5.33	5.0
Level 3	11.14	4.0	11.53	5.4	10.41	3.7
Cooks	9.47	4.7	–	–	8.52	3.5
Level 3	10.42	9.4	–	–	–	–
Cooks, restaurant	10.06	7.4	–	–	–	–
Food service, tipped	6.74	11.9	7.86	20.8	5.09	14.1
Level 1	4.92	29.3	–	–	5.12	33.7
Level 2	4.76	28.5	–	–	–	–
Waiters and waitresses	3.35	33.7	–	–	4.08	13.5
Dining room and cafeteria attendants and bartender helpers	7.58	12.0	–	–	–	–
Fast food and counter workers	7.31	7.3	10.22	13.7	6.50	5.2
Level 1	7.10	.5	–	–	–	–
Level 3	11.83	11.2	–	–	–	–
Combined food preparation and serving workers, including fast food	6.90	3.7	–	–	6.50	5.3
Building and grounds cleaning and maintenance occupations	12.75	16.0	13.04	17.3	9.07	2.4
Level 1	9.70	4.7	10.16	5.2	–	–
Level 2	9.24	2.1	9.21	2.3	–	–
Building cleaning workers	10.32	2.9	10.38	3.0	–	–
Level 1	9.97	4.5	10.16	5.2	–	–
Level 2	9.21	2.3	9.21	2.3	–	–
Janitors and cleaners, except maids and housekeeping cleaners	11.45	3.1	11.54	3.3	–	–
Maids and housekeeping cleaners	8.94	1.3	8.94	1.4	–	–
Grounds maintenance workers	11.11	3.8	11.51	4.2	–	–
Landscaping and groundskeeping workers	11.31	5.2	11.51	4.2	–	–
Personal care and service occupations	9.31	15.7	–	–	8.46	8.4
Level 2	7.82	3.6	–	–	7.93	5.4
Sales and related occupations	19.16	16.9	21.87	18.9	8.97	8.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Level 1	\$7.68	4.4	—	—	\$7.69	5.8
Level 2	8.09	2.0	—	—	7.88	2.4
Level 3	9.54	10.6	\$9.57	12.2	—	—
Level 4	15.67	5.5	15.48	7.4	—	—
Level 5	18.48	18.7	18.48	18.7	—	—
Level 6	21.42	23.0	21.42	23.0	—	—
Not able to be leveled	16.80	21.2	17.63	21.9	—	—
First-line supervisors/managers, sales workers	26.17	17.8	26.17	17.8	—	—
Retail sales workers	11.91	8.4	13.70	6.6	8.99	8.9
Level 1	7.53	3.3	—	—	7.49	4.1
Level 2	8.09	2.0	—	—	7.88	2.4
Level 3	11.18	11.8	12.01	10.4	—	—
Level 4	15.51	6.3	15.20	9.6	—	—
Cashiers, all workers	9.02	7.3	10.69	10.3	7.86	3.0
Level 2	8.07	4.3	—	—	7.79	5.2
Level 3	10.77	13.4	—	—	—	—
Cashiers	9.02	7.3	10.69	10.3	7.86	3.0
Level 2	8.07	4.3	—	—	7.79	5.2
Level 3	10.77	13.4	—	—	—	—
Retail salespersons	13.16	10.1	14.16	5.5	10.40	22.9
Level 2	8.13	5.1	—	—	—	—
Level 4	14.82	6.1	14.29	11.3	—	—
Securities, commodities, and financial services sales agents	105.28	39.7	105.28	39.7	—	—
Sales representatives, wholesale and manufacturing	22.04	14.6	22.04	14.6	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.10	14.6	22.10	14.6	—	—
Office and administrative support occupations						
Level 2	10.59	6.0	—	—	9.75	7.0
Level 3	12.76	3.9	13.02	4.6	11.45	7.2
Level 4	15.94	5.5	15.99	5.7	15.29	5.7
Level 5	17.58	4.7	17.75	5.0	—	—
Level 6	19.29	3.0	19.11	3.1	—	—
Level 7	22.62	5.2	22.62	5.2	—	—
Not able to be leveled	14.95	3.2	15.66	3.3	11.87	8.3
First-line supervisors/managers of office and administrative support workers	21.97	7.3	21.97	7.3	—	—
Financial clerks	14.53	3.8	14.86	4.2	12.52	3.6
Level 3	12.31	4.2	13.04	8.6	—	—
Level 4	13.81	2.7	13.72	2.9	—	—
Bookkeeping, accounting, and auditing clerks	14.79	4.3	14.97	4.5	—	—
Tellers	11.58	5.9	—	—	—	—
Customer service representatives	17.22	8.6	17.56	9.1	14.09	20.2
Level 4	18.59	11.1	18.71	11.0	—	—
Not able to be leveled	12.74	14.7	14.23	19.2	—	—
Receptionists and information clerks	13.14	14.2	13.76	15.9	—	—
Level 3	15.28	11.0	—	—	—	—
Stock clerks and order fillers	9.97	7.1	—	—	8.26	2.7
Secretaries and administrative assistants	18.45	5.5	18.98	4.8	—	—
Level 4	14.67	5.0	13.81	2.2	—	—
Level 5	16.73	7.9	16.73	7.9	—	—
Not able to be leveled	16.86	9.6	18.44	5.5	—	—
Executive secretaries and administrative assistants	19.09	7.0	19.35	7.5	—	—
Secretaries, except legal, medical, and executive	13.01	10.7	—	—	—	—
Insurance claims and policy processing clerks	16.35	7.2	16.35	7.2	—	—
Mail clerks and mail machine operators, except postal service	10.99	9.6	—	—	—	—
Office clerks, general	14.85	5.1	15.55	5.0	12.11	9.7
Level 3	12.43	5.6	—	—	—	—
Level 4	15.61	7.6	15.61	7.6	—	—
Construction and extraction occupations						
Level 4	16.92	6.8	16.92	6.8	—	—
Level 4	15.09	6.5	15.09	6.5	—	—
Level 6	19.72	1.1	19.72	1.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations	\$20.69	4.1	\$20.69	4.1	—	—
Level 5	19.02	11.1	19.02	11.1	—	—
Level 6	24.12	7.4	24.12	7.4	—	—
Level 7	23.25	5.5	23.25	5.5	—	—
Automotive technicians and repairers	21.33	12.5	21.33	12.5	—	—
Automotive service technicians and mechanics	21.02	14.8	21.02	14.8	—	—
Industrial machinery installation, repair, and maintenance workers	18.97	14.2	18.97	14.2	—	—
Level 7	25.95	2.7	25.95	2.7	—	—
Industrial machinery mechanics	24.16	3.5	24.16	3.5	—	—
Maintenance workers, machinery	24.01	9.1	24.01	9.1	—	—
Production occupations	16.61	6.2	16.79	6.2	\$10.93	15.7
Level 2	11.23	3.4	11.42	3.2	—	—
Level 3	14.38	8.0	14.24	8.0	—	—
Level 4	18.98	9.8	18.98	9.8	—	—
Level 6	28.70	1.5	28.70	1.5	—	—
Level 7	23.95	12.6	23.95	12.6	—	—
Not able to be leveled	18.76	7.7	18.79	7.8	—	—
First-line supervisors/managers of production and operating workers	27.43	19.2	27.43	19.2	—	—
Miscellaneous assemblers and fabricators	11.80	14.7	12.58	12.1	—	—
Printers	18.20	23.0	18.20	23.0	—	—
Miscellaneous production workers	14.20	17.3	14.38	18.3	—	—
Level 2	14.38	.2	—	—	—	—
Transportation and material moving occupations	14.14	3.8	15.29	3.4	10.27	4.8
Level 1	8.64	5.8	9.69	5.3	7.42	8.8
Level 2	12.60	7.8	13.11	7.8	10.95	8.7
Level 3	13.44	4.6	14.23	4.9	—	—
Level 4	15.44	2.0	15.44	2.0	—	—
Level 5	15.93	1.7	15.93	1.7	—	—
Not able to be leveled	13.29	10.1	15.56	3.7	—	—
Bus drivers	14.02	8.1	—	—	—	—
Bus drivers, school	14.02	8.1	—	—	—	—
Driver/sales workers and truck drivers	14.53	4.4	15.13	2.2	—	—
Level 4	17.30	4.5	17.30	4.5	—	—
Level 5	15.28	4.5	15.28	4.5	—	—
Truck drivers, heavy and tractor-trailer	15.15	2.8	15.17	2.8	—	—
Level 5	16.20	1.7	16.20	1.7	—	—
Industrial truck and tractor operators	14.51	3.9	14.87	3.1	—	—
Laborers and material movers, hand	11.54	6.7	12.49	8.1	10.16	5.1
Level 1	9.25	3.6	9.56	5.5	8.43	7.6
Level 2	13.43	11.2	14.21	10.4	11.10	12.1
Laborers and freight, stock, and material movers, hand	12.41	9.2	13.77	6.2	10.18	12.0
Level 1	10.72	8.5	—	—	—	—
Level 2	13.84	14.7	14.39	12.6	—	—
Packers and packagers, hand	8.75	5.4	—	—	—	—
Level 1	8.26	6.7	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$19.27	4.7	\$20.84	4.4	\$9.99	5.1
Management occupations	38.54	11.1	38.54	11.1	—	—
Level 9	22.98	3.9	22.98	3.9	—	—
Level 11	38.27	2.3	38.27	2.3	—	—
Not able to be leveled	46.04	15.4	46.04	15.4	—	—
Financial managers	47.74	22.6	47.74	22.6	—	—
Not able to be leveled	52.35	23.6	52.35	23.6	—	—
Business and financial operations occupations	30.88	12.2	30.88	12.2	—	—
Level 8	29.72	14.3	29.72	14.3	—	—
Level 9	31.87	7.3	31.87	7.3	—	—
Not able to be leveled	24.93	12.0	24.93	12.0	—	—
Accountants and auditors	27.46	10.5	27.46	10.5	—	—
Computer and mathematical science occupations	34.40	7.1	34.40	7.1	—	—
Level 10	40.23	5.8	40.23	5.8	—	—
Level 11	41.69	2.1	41.69	2.1	—	—
Computer systems analysts	41.37	9.5	41.37	9.5	—	—
Architecture and engineering occupations	45.81	11.7	45.81	11.7	—	—
Engineers	48.79	8.1	48.79	8.1	—	—
Life, physical, and social science occupations	24.77	2.6	—	—	—	—
Community and social services occupations	20.30	12.8	20.10	14.8	—	—
Education, training, and library occupations	24.01	9.2	24.49	10.6	—	—
Postsecondary teachers	34.81	5.8	34.83	5.9	—	—
Arts, design, entertainment, sports, and media occupations	22.40	4.8	20.62	4.1	—	—
Not able to be leveled	24.18	4.7	—	—	—	—
Healthcare practitioner and technical occupations	24.64	11.2	24.79	14.6	23.83	10.0
Level 6	22.84	6.5	23.90	13.3	—	—
Level 8	32.46	9.8	—	—	—	—
Level 9	29.46	5.4	29.73	8.0	28.81	2.0
Registered nurses	27.52	5.4	27.70	6.7	27.02	6.0
Level 9	28.88	6.7	29.23	8.9	—	—
Therapists	27.83	2.3	—	—	—	—
Licensed practical and licensed vocational nurses	19.17	6.4	19.38	1.9	—	—
Healthcare support occupations	12.39	16.7	13.36	14.5	8.90	10.2
Level 3	10.63	7.1	11.29	3.1	—	—
Level 4	15.46	17.1	—	—	—	—
Nursing, psychiatric, and home health aides	10.67	4.7	11.37	1.3	8.83	12.6
Level 3	10.32	6.4	11.13	.7	—	—
Nursing aides, orderlies, and attendants	11.22	2.1	11.39	1.6	—	—
Level 3	10.94	.8	11.15	.6	—	—
Miscellaneous healthcare support occupations	13.65	19.8	14.45	18.0	—	—
Food preparation and serving related occupations	7.84	2.8	9.33	4.3	6.72	4.9
Level 1	6.61	4.4	6.69	16.1	6.59	8.8
Level 2	7.70	8.3	9.42	7.7	5.33	5.0
Level 3	11.25	4.1	—	—	10.41	3.7
Cooks	9.47	4.7	—	—	8.52	3.5
Level 3	10.42	9.4	—	—	—	—
Cooks, restaurant	10.06	7.4	—	—	—	—
Food service, tipped	6.68	12.4	7.81	22.0	5.09	14.1
Level 1	4.92	29.3	—	—	5.12	33.7
Level 2	4.51	33.0	—	—	—	—
Waiters and waitresses	3.35	33.7	—	—	4.08	13.5
Fast food and counter workers	7.27	7.2	10.25	15.2	6.50	5.2
Level 1	7.10	.5	—	—	—	—
Combined food preparation and serving workers, including fast food	6.85	4.7	—	—	6.50	5.3

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Building and grounds cleaning and maintenance occupations	\$13.75	19.5	\$14.22	21.1	—	—
Level 1	9.70	4.7	10.16	5.2	—	—
Level 2	9.13	2.0	9.07	2.0	—	—
Building cleaning workers	10.55	3.7	10.61	4.0	—	—
Level 1	9.97	4.5	10.16	5.2	—	—
Level 2	9.07	2.0	9.07	2.0	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.68	3.6	—	—	—	—
Maids and housekeeping cleaners	8.90	1.6	8.88	1.6	—	—
Grounds maintenance workers	10.91	5.1	—	—	—	—
Personal care and service occupations	9.35	16.7	—	—	\$8.45	9.3
Level 2	7.77	3.5	—	—	7.83	6.0
Sales and related occupations	19.40	17.3	22.23	19.3	8.92	8.3
Level 1	7.68	4.4	—	—	7.69	5.8
Level 2	8.09	2.0	—	—	7.88	2.4
Level 3	8.83	9.2	—	—	—	—
Level 4	15.67	5.5	15.48	7.4	—	—
Level 5	18.48	18.7	18.48	18.7	—	—
Level 6	21.42	23.0	21.42	23.0	—	—
Not able to be leveled	16.80	21.2	17.63	21.9	—	—
First-line supervisors/managers, sales workers	26.17	17.8	26.17	17.8	—	—
Retail sales workers	11.87	9.1	13.80	7.1	8.95	9.0
Level 1	7.53	3.3	—	—	7.49	4.1
Level 2	8.09	2.0	—	—	7.88	2.4
Level 3	10.34	17.3	—	—	—	—
Level 4	15.51	6.3	15.20	9.6	—	—
Cashiers, all workers	8.25	2.1	9.43	10.6	7.72	2.8
Level 2	8.07	4.3	—	—	7.79	5.2
Cashiers	8.25	2.1	9.43	10.6	7.72	2.8
Level 2	8.07	4.3	—	—	7.79	5.2
Retail salespersons	13.16	10.1	14.16	5.5	10.40	22.9
Level 2	8.13	5.1	—	—	—	—
Level 4	14.82	6.1	14.29	11.3	—	—
Securities, commodities, and financial services sales agents	105.28	39.7	105.28	39.7	—	—
Sales representatives, wholesale and manufacturing	22.04	14.6	22.04	14.6	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.10	14.6	22.10	14.6	—	—
Office and administrative support occupations	15.47	3.2	16.04	3.2	11.90	6.0
Level 2	10.59	6.0	—	—	9.75	7.0
Level 3	12.79	4.4	13.10	5.2	11.45	7.2
Level 4	15.99	6.3	16.07	6.5	14.53	5.6
Level 5	17.76	6.0	18.00	6.4	—	—
Level 6	19.86	2.8	19.65	3.2	—	—
Level 7	21.77	5.1	21.77	5.1	—	—
Not able to be leveled	14.37	2.5	15.16	3.7	11.59	8.6
First-line supervisors/managers of office and administrative support workers	23.70	5.4	23.70	5.4	—	—
Financial clerks	14.13	4.1	14.47	4.8	12.52	3.6
Level 3	12.22	4.9	—	—	—	—
Level 4	13.81	2.7	13.72	2.9	—	—
Bookkeeping, accounting, and auditing clerks	14.16	2.2	14.34	2.2	—	—
Tellers	11.58	5.9	—	—	—	—
Customer service representatives	17.21	9.8	17.60	10.3	14.09	20.2
Level 4	18.87	11.8	19.03	11.6	—	—
Not able to be leveled	12.74	14.7	14.23	19.2	—	—
Receptionists and information clerks	13.14	14.2	13.76	15.9	—	—
Level 3	15.28	11.0	—	—	—	—
Stock clerks and order fillers	9.97	7.1	—	—	8.26	2.7
Secretaries and administrative assistants	17.58	6.9	18.12	5.5	—	—
Level 4	13.71	2.2	13.73	2.4	—	—
Not able to be leveled	16.11	8.4	17.93	5.1	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Executive secretaries and administrative assistants	\$17.58	9.3	\$17.58	9.3	—	—
Secretaries, except legal, medical, and executive	12.66	11.1	—	—	—	—
Insurance claims and policy processing clerks	16.35	7.2	16.35	7.2	—	—
Mail clerks and mail machine operators, except postal service	10.99	9.6	—	—	—	—
Office clerks, general	15.12	5.9	16.08	5.9	\$12.11	9.7
Level 3	12.38	9.8	—	—	—	—
Level 4	15.64	8.8	15.64	8.8	—	—
Construction and extraction occupations	17.03	7.4	17.03	7.4	—	—
Level 4	15.10	7.9	15.10	7.9	—	—
Installation, maintenance, and repair occupations	20.82	4.4	20.82	4.4	—	—
Level 6	24.03	8.3	24.03	8.3	—	—
Level 7	23.24	5.8	23.24	5.8	—	—
Automotive technicians and repairers	21.33	12.5	21.33	12.5	—	—
Automotive service technicians and mechanics	21.02	14.8	21.02	14.8	—	—
Industrial machinery installation, repair, and maintenance workers	19.56	16.6	19.56	16.6	—	—
Level 7	25.95	2.7	25.95	2.7	—	—
Industrial machinery mechanics	24.16	3.5	24.16	3.5	—	—
Maintenance workers, machinery	24.01	9.1	24.01	9.1	—	—
Production occupations	16.57	6.4	16.75	6.5	10.93	15.7
Level 2	11.23	3.4	11.42	3.2	—	—
Level 3	14.55	8.3	14.40	8.5	—	—
Level 4	18.98	9.8	18.98	9.8	—	—
Level 6	28.70	1.5	28.70	1.5	—	—
Level 7	25.00	16.2	25.00	16.2	—	—
Not able to be leveled	19.09	8.0	19.12	8.1	—	—
First-line supervisors/managers of production and operating workers	32.80	15.2	32.80	15.2	—	—
Miscellaneous assemblers and fabricators	11.80	14.7	12.58	12.1	—	—
Printers	18.20	23.0	18.20	23.0	—	—
Miscellaneous production workers	14.20	17.3	14.38	18.3	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations –Continued						
Miscellaneous production workers –Continued						
Level 2	\$14.38	0.2	–	–	–	–
Transportation and material moving occupations	14.19	3.9	\$15.30	3.5	\$10.24	5.3
Level 1	8.68	6.3	9.69	5.3	7.30	9.8
Level 2	12.60	8.1	13.11	7.8	10.55	11.0
Level 3	13.25	5.3	14.10	6.2	–	–
Level 4	15.44	2.0	15.44	2.0	–	–
Level 5	15.93	1.7	15.93	1.7	–	–
Not able to be leveled	13.29	10.1	15.56	3.7	–	–
Driver/sales workers and truck drivers	14.53	4.4	15.13	2.2	–	–
Level 4	17.30	4.5	17.30	4.5	–	–
Level 5	15.28	4.5	15.28	4.5	–	–
Truck drivers, heavy and tractor-trailer	15.15	2.8	15.17	2.8	–	–
Level 5	16.20	1.7	16.20	1.7	–	–
Industrial truck and tractor operators	14.51	3.9	14.87	3.1	–	–
Laborers and material movers, hand	11.54	6.7	12.49	8.1	10.16	5.1
Level 1	9.25	3.6	9.56	5.5	8.43	7.6
Level 2	13.43	11.2	14.21	10.4	11.10	12.1
Laborers and freight, stock, and material movers, hand	12.41	9.2	13.77	6.2	10.18	12.0
Level 1	10.72	8.5	–	–	–	–
Level 2	13.84	14.7	14.39	12.6	–	–
Packers and packagers, hand	8.75	5.4	–	–	–	–
Level 1	8.26	6.7	–	–	–	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Richmond, VA, October 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$21.20	3.8	\$21.53	3.5	\$16.01	10.7
Management occupations	36.92	9.7	36.92	9.7	–	–
Business and financial operations occupations	23.63	12.9	23.63	12.9	–	–
Computer and mathematical science occupations	29.58	8.7	32.24	4.0	–	–
Community and social services occupations	20.78	9.3	20.78	9.3	–	–
Education, training, and library occupations	27.45	.7	27.87	.9	14.22	11.2
Level 9	28.56	1.5	28.56	1.5	–	–
Not able to be leveled	28.78	7.9	–	–	–	–
Postsecondary teachers	30.28	7.5	–	–	–	–
Not able to be leveled	30.28	7.5	–	–	–	–
Primary, secondary, and special education school teachers	28.38	1.4	28.56	1.5	–	–
Level 9	28.56	1.5	28.56	1.5	–	–
Elementary and middle school teachers	29.49	3.2	29.79	4.3	–	–
Level 9	29.79	4.3	29.79	4.3	–	–
Elementary school teachers, except special education	29.18	2.0	29.53	3.4	–	–
Level 9	29.53	3.4	29.53	3.4	–	–
Secondary school teachers	28.20	1.1	28.37	.5	–	–
Level 9	28.37	.5	28.37	.5	–	–
Secondary school teachers, except special and vocational education	28.20	1.1	28.37	.5	–	–
Level 9	28.37	.5	28.37	.5	–	–
Special education teachers	26.68	1.4	26.68	1.4	–	–
Level 9	26.68	1.4	26.68	1.4	–	–
Healthcare practitioner and technical occupations	21.18	20.0	20.70	19.2	–	–
Protective service occupations	20.32	6.0	20.38	6.0	–	–
Police officers	22.25	7.8	22.25	7.8	–	–
Police and sheriff's patrol officers	22.25	7.8	22.25	7.8	–	–
Building and grounds cleaning and maintenance occupations	10.34	4.9	10.39	4.8	–	–
Building cleaning workers	9.82	5.9	9.87	5.9	–	–
Office and administrative support occupations	17.01	1.6	17.09	1.6	–	–
Level 4	15.68	1.1	15.45	2.1	–	–
Level 5	16.99	4.8	16.99	4.8	–	–
Not able to be leveled	16.69	5.4	16.93	3.9	–	–
Secretaries and administrative assistants	20.49	6.3	21.29	5.7	–	–
Executive secretaries and administrative assistants	20.77	7.9	–	–	–	–
Construction and extraction occupations	16.10	7.5	16.10	7.5	–	–
Transportation and material moving occupations	12.73	9.3	–	–	–	–
Bus drivers	14.02	8.1	–	–	–	–
Bus drivers, school	14.02	8.1	–	–	–	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Richmond, VA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$19.61	3.9	\$20.97	3.6	\$10.47	5.1
Management occupations	38.36	10.0	38.36	10.0	-	-
Group II	22.85	1.2	-	-	-	-
Group III	33.69	11.0	-	-	-	-
Group IV	62.22	8.2	-	-	-	-
Computer and information systems managers	55.06	14.7	55.06	14.7	-	-
Financial managers	48.64	20.0	48.64	20.0	-	-
Business and financial operations occupations	28.96	10.1	28.96	10.1	-	-
Group II	21.32	5.0	-	-	-	-
Group III	40.58	17.7	-	-	-	-
Management analysts	26.32	19.6	26.32	19.6	-	-
Accountants and auditors	27.02	8.1	27.02	8.1	-	-
Group II	22.56	10.0	22.56	10.0	-	-
Group III	34.04	4.7	34.04	4.7	-	-
Computer and mathematical science occupations	33.38	5.6	34.03	5.7	-	-
Group II	21.35	6.8	-	-	-	-
Group III	36.71	3.8	-	-	-	-
Computer programmers	35.57	5.0	35.57	5.0	-	-
Computer software engineers	35.98	4.9	35.98	4.9	-	-
Computer systems analysts	41.37	9.5	41.37	9.5	-	-
Group III	38.52	2.7	38.52	2.7	-	-
Architecture and engineering occupations	41.84	12.1	41.84	12.1	-	-
Group III	42.70	7.9	-	-	-	-
Engineers	46.41	9.8	46.41	9.8	-	-
Group III	43.57	7.9	-	-	-	-
Life, physical, and social science occupations	22.94	5.5	24.20	2.9	-	-
Group II	24.71	5.4	-	-	-	-
Community and social services occupations	20.67	7.3	20.65	7.5	-	-
Group II	19.20	3.7	-	-	-	-
Counselors	22.65	9.7	22.65	9.7	-	-
Legal occupations	33.73	26.6	33.73	26.6	-	-
Education, training, and library occupations	27.00	1.7	27.43	2.0	14.16	9.4
Group II	19.48	8.5	-	-	-	-
Group III	28.66	1.5	-	-	-	-
Postsecondary teachers	30.84	7.9	30.82	8.0	-	-
Group III	39.97	22.0	-	-	-	-
Miscellaneous postsecondary teachers	29.62	1.3	-	-	-	-
Primary, secondary, and special education school teachers	27.89	1.9	28.05	2.1	-	-
Group III	28.54	1.5	-	-	-	-
Elementary and middle school teachers	28.24	4.8	28.48	5.5	-	-
Group III	29.72	4.1	-	-	-	-
Elementary school teachers, except special education	27.80	4.5	28.07	5.1	-	-
Group III	29.45	3.3	29.45	3.3	-	-
Secondary school teachers	28.31	1.2	28.47	.6	-	-
Group III	28.47	.6	-	-	-	-
Secondary school teachers, except special and vocational education	28.31	1.2	28.47	.6	-	-
Group III	28.47	.6	28.47	.6	-	-
Special education teachers	26.36	1.9	26.36	1.9	-	-
Group III	26.49	1.6	-	-	-	-
Arts, design, entertainment, sports, and media occupations	21.55	4.1	20.12	3.5	-	-
Healthcare practitioner and technical occupations	23.78	9.7	23.68	11.8	24.44	10.0
Group II	22.62	16.2	-	-	-	-
Group III	31.04	5.8	-	-	-	-

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Richmond, VA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Registered nurses	\$27.89	4.7	\$27.82	5.3	\$28.11	5.6
Group II	24.77	4.2	24.51	4.3	—	—
Group III	29.16	4.9	29.42	5.7	—	—
Therapists	32.59	15.3	—	—	—	—
Health diagnosing and treating practitioner support technicians	13.35	17.6	—	—	—	—
Licensed practical and licensed vocational nurses	18.82	5.0	18.84	2.5	—	—
Group II	18.83	5.9	18.92	2.9	—	—
Healthcare support occupations	12.40	16.3	13.36	14.5	9.25	10.7
Group I	11.77	13.0	—	—	—	—
Nursing, psychiatric, and home health aides	10.74	4.5	11.37	1.3	9.27	12.4
Group I	10.71	4.8	—	—	—	—
Nursing aides, orderlies, and attendants	11.29	2.4	11.39	1.6	—	—
Group I	11.28	2.4	11.38	1.6	—	—
Miscellaneous healthcare support occupations	13.65	19.8	14.45	18.0	—	—
Group I	13.74	19.9	—	—	—	—
Protective service occupations	17.13	10.3	17.31	10.5	—	—
Group I	11.30	3.4	—	—	—	—
Group II	20.73	3.7	—	—	—	—
Police officers	22.25	7.8	22.25	7.8	—	—
Police and sheriff's patrol officers	22.25	7.8	22.25	7.8	—	—
Security guards and gaming surveillance officers	11.20	3.9	—	—	—	—
Group I	11.20	3.9	—	—	—	—
Security guards	11.20	3.9	—	—	—	—
Group I	11.20	3.9	—	—	—	—
Food preparation and serving related occupations	7.86	2.8	9.33	4.1	6.72	4.9
Group I	7.71	3.6	—	—	—	—
Cooks	9.47	4.7	—	—	8.52	3.5
Group I	9.48	4.9	—	—	—	—
Cooks, restaurant	10.06	7.4	—	—	—	—
Group I	10.11	7.3	—	—	—	—
Food service, tipped	6.74	11.9	7.86	20.8	5.09	14.1
Group I	6.74	11.9	—	—	—	—
Waiters and waitresses	3.35	33.7	—	—	4.08	13.5
Group I	3.35	33.7	—	—	4.08	13.5
Dining room and cafeteria attendants and bartender helpers	7.58	12.0	—	—	—	—
Group I	7.58	12.0	—	—	—	—
Fast food and counter workers	7.31	7.3	10.22	13.7	6.50	5.2
Group I	7.31	7.3	—	—	—	—
Combined food preparation and serving workers, including fast food	6.90	3.7	—	—	6.50	5.3
Group I	6.90	3.7	—	—	6.50	5.3
Building and grounds cleaning and maintenance occupations	12.75	16.0	13.04	17.3	9.07	2.4
Group I	10.10	3.4	—	—	—	—
Building cleaning workers	10.32	2.9	10.38	3.0	—	—
Group I	9.57	3.3	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	11.45	3.1	11.54	3.3	—	—
Group I	10.48	3.1	10.60	2.8	—	—
Maids and housekeeping cleaners	8.94	1.3	8.94	1.4	—	—
Group I	8.95	1.4	8.94	1.4	—	—
Grounds maintenance workers	11.11	3.8	11.51	4.2	—	—
Landscaping and groundskeeping workers	11.31	5.2	11.51	4.2	—	—
Personal care and service occupations	9.31	15.7	—	—	8.46	8.4
Group I	9.31	15.7	—	—	—	—
Sales and related occupations	19.16	16.9	21.87	18.9	8.97	8.1

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Richmond, VA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Group I	\$11.19	7.9	—	—	—	—
Group II	21.30	8.5	—	—	—	—
First-line supervisors/managers, sales workers	26.17	17.8	\$26.17	17.8	—	—
Retail sales workers	11.91	8.4	13.70	6.6	\$8.99	8.9
Group I	11.19	4.6	—	—	—	—
Cashiers, all workers	9.02	7.3	10.69	10.3	7.86	3.0
Group I	8.99	7.6	—	—	—	—
Cashiers	9.02	7.3	10.69	10.3	7.86	3.0
Group I	8.99	7.6	10.77	11.4	7.86	3.0
Retail salespersons	13.16	10.1	14.16	5.5	10.40	22.9
Group I	12.14	.7	13.04	10.9	10.44	24.7
Securities, commodities, and financial services sales agents	105.28	39.7	105.28	39.7	—	—
Sales representatives, wholesale and manufacturing	22.04	14.6	22.04	14.6	—	—
Group II	22.32	16.3	—	—	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.10	14.6	22.10	14.6	—	—
Office and administrative support occupations						
Group I	15.76	2.5	16.25	2.5	12.26	5.5
Group II	14.46	4.7	—	—	—	—
Group II	19.19	3.1	—	—	—	—
First-line supervisors/managers of office and administrative support workers	21.97	7.3	21.97	7.3	—	—
Financial clerks	14.53	3.8	14.86	4.2	12.52	3.6
Group I	13.29	2.7	—	—	—	—
Group II	17.08	5.2	—	—	—	—
Bookkeeping, accounting, and auditing clerks	14.79	4.3	14.97	4.5	—	—
Group I	13.73	4.5	13.85	5.3	—	—
Group II	15.89	4.0	—	—	—	—
Tellers	11.58	5.9	—	—	—	—
Group I	11.58	5.9	—	—	—	—
Customer service representatives	17.22	8.6	17.56	9.1	14.09	20.2
Group I	16.86	13.4	16.92	13.4	—	—
Group II	21.22	5.1	21.11	6.2	—	—
Receptionists and information clerks	13.14	14.2	13.76	15.9	—	—
Group I	13.71	14.0	13.76	15.9	—	—
Stock clerks and order fillers	9.97	7.1	—	—	8.26	2.7
Group I	9.46	1.5	—	—	8.26	2.7
Secretaries and administrative assistants	18.45	5.5	18.98	4.8	—	—
Group I	14.63	5.0	—	—	—	—
Group II	20.46	6.4	—	—	—	—
Executive secretaries and administrative assistants	19.09	7.0	19.35	7.5	—	—
Group II	21.10	7.1	21.10	7.1	—	—
Secretaries, except legal, medical, and executive	13.01	10.7	—	—	—	—
Insurance claims and policy processing clerks	16.35	7.2	16.35	7.2	—	—
Mail clerks and mail machine operators, except postal service	10.99	9.6	—	—	—	—
Office clerks, general	14.85	5.1	15.55	5.0	12.11	9.7
Group I	13.95	6.4	14.66	5.4	10.20	6.0
Construction and extraction occupations						
Group I	16.92	6.8	16.92	6.8	—	—
Group I	13.13	4.5	—	—	—	—
Group II	19.32	5.5	—	—	—	—
Installation, maintenance, and repair occupations						
Group II	20.69	4.1	20.69	4.1	—	—
Group II	22.62	4.4	—	—	—	—
Automotive technicians and repairers	21.33	12.5	21.33	12.5	—	—
Group II	22.82	9.2	—	—	—	—
Automotive service technicians and mechanics	21.02	14.8	21.02	14.8	—	—
Group II	22.81	11.7	22.81	11.7	—	—
Industrial machinery installation, repair, and maintenance workers	18.97	14.2	18.97	14.2	—	—
Group II	23.07	8.7	—	—	—	—
Industrial machinery mechanics	24.16	3.5	24.16	3.5	—	—
Maintenance workers, machinery	24.01	9.1	24.01	9.1	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Richmond, VA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations	\$16.61	6.2	\$16.79	6.2	\$10.93	15.7
Group I	12.58	6.0	—	—	—	—
Group II	21.02	5.5	—	—	—	—
First-line supervisors/managers of production and operating workers	27.43	19.2	27.43	19.2	—	—
Miscellaneous assemblers and fabricators	11.80	14.7	12.58	12.1	—	—
Printers	18.20	23.0	18.20	23.0	—	—
Group II	21.94	4.8	—	—	—	—
Miscellaneous production workers	14.20	17.3	14.38	18.3	—	—
Group I	11.54	19.9	—	—	—	—
Transportation and material moving occupations	14.14	3.8	15.29	3.4	10.27	4.8
Group I	12.60	4.0	—	—	—	—
Group II	16.76	9.8	—	—	—	—
Bus drivers	14.02	8.1	—	—	—	—
Group I	14.02	8.1	—	—	—	—
Bus drivers, school	14.02	8.1	—	—	—	—
Group I	14.02	8.1	—	—	—	—
Driver/sales workers and truck drivers	14.53	4.4	15.13	2.2	—	—
Group I	14.12	10.0	—	—	—	—
Group II	14.75	2.8	—	—	—	—
Truck drivers, heavy and tractor-trailer	15.15	2.8	15.17	2.8	—	—
Group I	15.27	5.0	15.33	5.3	—	—
Group II	15.03	3.7	15.03	3.7	—	—
Industrial truck and tractor operators	14.51	3.9	14.87	3.1	—	—
Group I	12.77	4.3	12.78	4.7	—	—
Laborers and material movers, hand	11.54	6.7	12.49	8.1	10.16	5.1
Group I	11.88	8.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.41	9.2	13.77	6.2	10.18	12.0
Group I	13.41	9.6	13.99	6.8	11.57	19.6
Packers and packagers, hand	8.75	5.4	—	—	—	—
Group I	8.39	5.8	—	—	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, Richmond, VA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.40	\$11.67	\$16.40	\$23.11	\$32.61
Management occupations	22.48	23.56	30.65	42.42	56.44
Computer and information systems managers	35.94	48.76	49.50	66.38	80.26
Financial managers	20.79	25.60	42.42	57.00	71.87
Business and financial operations occupations	17.06	19.98	23.20	32.98	41.39
Management analysts	18.49	20.38	20.50	32.45	44.82
Accountants and auditors	19.82	20.50	23.00	31.34	41.39
Computer and mathematical science occupations	20.22	24.90	34.18	39.57	44.87
Computer programmers	28.50	35.71	36.83	37.55	37.59
Computer software engineers	29.12	29.42	36.58	39.06	47.19
Computer systems analysts	28.08	32.94	40.11	46.40	58.72
Architecture and engineering occupations	21.13	30.91	41.39	52.31	57.26
Engineers	31.25	37.74	45.35	55.05	63.54
Life, physical, and social science occupations	16.62	20.91	23.04	23.52	28.13
Community and social services occupations	15.43	17.06	20.03	22.52	28.35
Counselors	17.06	20.80	21.81	22.52	31.12
Legal occupations	16.76	20.31	28.52	35.36	59.51
Education, training, and library occupations	16.45	22.64	25.58	31.49	38.98
Postsecondary teachers	17.55	19.71	28.61	39.60	48.08
Miscellaneous postsecondary teachers	17.55	17.64	23.42	39.60	42.39
Primary, secondary, and special education school teachers	22.74	23.96	26.44	30.94	36.94
Elementary and middle school teachers	21.59	23.96	27.57	32.22	37.81
Elementary school teachers, except special education	18.44	23.83	27.14	31.67	37.20
Secondary school teachers	22.74	24.26	26.69	31.49	36.96
Secondary school teachers, except special and vocational education	22.74	24.26	26.69	31.49	36.96
Special education teachers	22.74	23.83	25.45	28.37	32.04
Arts, design, entertainment, sports, and media occupations	15.70	20.48	20.48	22.32	29.34
Healthcare practitioner and technical occupations	13.24	16.16	23.05	30.00	37.00
Registered nurses	20.11	23.42	28.00	32.14	35.45
Therapists	22.19	25.97	27.03	41.69	46.50
Health diagnosing and treating practitioner support technicians	9.28	9.70	11.09	14.06	22.69
Licensed practical and licensed vocational nurses	15.53	16.00	20.00	20.46	21.28
Healthcare support occupations	8.00	10.11	11.00	12.65	20.00
Nursing, psychiatric, and home health aides	7.60	9.58	11.00	12.47	12.65
Nursing aides, orderlies, and attendants	9.50	10.57	11.00	12.47	13.00
Miscellaneous healthcare support occupations	8.00	11.00	11.60	16.00	20.00
Protective service occupations	9.48	11.80	15.52	21.15	27.56
Police officers	17.10	18.10	20.99	25.63	29.77
Police and sheriff's patrol officers	17.10	18.10	20.99	25.63	29.77
Security guards and gaming surveillance officers	9.00	9.48	11.80	11.80	11.80
Security guards	9.00	9.48	11.80	11.80	11.80
Food preparation and serving related occupations	2.13	6.50	8.00	10.00	11.11
Cooks	5.85	8.50	10.00	11.00	11.50
Cooks, restaurant	8.50	8.75	9.75	11.00	12.00
Food service, tipped	2.13	2.13	7.46	11.11	11.11
Waiters and waitresses	2.13	2.13	2.13	2.50	10.00
Dining room and cafeteria attendants and bartender helpers	4.00	7.46	8.00	8.83	9.19
Fast food and counter workers	5.85	6.50	6.95	8.00	9.50
Combined food preparation and serving workers, including fast food	5.85	6.50	6.85	7.50	8.84

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Richmond, VA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations	\$8.26	\$9.01	\$10.25	\$13.00	\$13.14
Building cleaning workers	8.00	8.59	9.75	12.93	13.14
Janitors and cleaners, except maids and housekeeping cleaners	8.76	9.31	12.25	13.14	13.14
Maids and housekeeping cleaners	7.75	8.25	8.58	9.40	10.71
Grounds maintenance workers	9.50	10.25	10.83	12.53	13.00
Landscaping and groundskeeping workers	9.50	10.25	11.00	12.53	13.00
Personal care and service occupations	6.75	7.00	8.00	9.50	17.86
Sales and related occupations	7.63	8.15	12.73	17.97	27.59
First-line supervisors/managers, sales workers	11.33	15.63	30.52	36.53	41.75
Retail sales workers	7.06	8.00	10.37	14.13	18.56
Cashiers, all workers	6.65	7.50	8.30	9.86	13.05
Cashiers	6.65	7.50	8.30	9.86	13.05
Retail salespersons	7.63	8.25	10.93	15.31	19.70
Securities, commodities, and financial services sales agents	13.40	16.02	49.52	119.55	378.84
Sales representatives, wholesale and manufacturing	15.50	15.50	17.77	23.50	45.41
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.50	15.50	17.77	23.50	45.41
Office and administrative support occupations	10.15	12.67	15.14	18.00	22.66
First-line supervisors/managers of office and administrative support workers	16.46	18.07	22.66	22.66	26.02
Financial clerks	10.69	12.67	14.46	16.22	17.89
Bookkeeping, accounting, and auditing clerks	11.57	13.00	15.19	16.54	17.41
Tellers	9.98	9.98	11.82	12.67	12.67
Customer service representatives	11.81	12.89	16.52	22.00	25.67
Receptionists and information clerks	8.00	10.00	12.50	15.34	18.00
Stock clerks and order fillers	7.75	8.70	9.30	9.40	14.40
Secretaries and administrative assistants	13.09	14.70	18.90	22.11	24.46
Executive secretaries and administrative assistants	14.04	14.70	18.90	23.21	27.55
Secretaries, except legal, medical, and executive	9.11	10.35	13.63	15.50	17.73
Insurance claims and policy processing clerks	13.93	14.42	15.41	17.31	21.70
Mail clerks and mail machine operators, except postal service	7.81	9.91	9.91	13.06	13.06
Office clerks, general	10.00	12.00	13.75	17.50	20.51
Construction and extraction occupations	10.50	13.50	16.40	20.36	21.40
Installation, maintenance, and repair occupations	11.00	15.38	20.19	26.83	30.55
Automotive technicians and repairers	10.79	17.15	20.81	24.14	30.96
Automotive service technicians and mechanics	10.79	16.00	19.23	23.43	33.37
Industrial machinery installation, repair, and maintenance workers	10.00	12.00	16.63	26.88	32.92
Industrial machinery mechanics	14.00	16.23	19.54	32.92	32.92
Maintenance workers, machinery	19.04	21.51	26.88	26.88	26.88
Production occupations	8.00	10.25	15.75	20.33	24.77
First-line supervisors/managers of production and operating workers	14.61	14.90	29.24	31.44	34.21
Miscellaneous assemblers and fabricators	7.80	8.61	10.25	13.19	15.48
Printers	11.00	11.00	20.65	20.65	22.43
Miscellaneous production workers	6.50	7.50	14.35	20.33	23.49

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Richmond, VA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations	\$9.00	\$11.33	\$13.44	\$16.00	\$19.75
Bus drivers	11.15	12.68	12.97	15.35	18.73
Bus drivers, school	11.15	12.68	12.97	15.35	18.73
Driver/sales workers and truck drivers	11.68	13.33	15.00	15.50	18.00
Truck drivers, heavy and tractor-trailer	12.08	14.17	15.00	15.50	18.00
Industrial truck and tractor operators	10.20	11.75	14.00	17.80	18.15
Laborers and material movers, hand	8.28	9.00	10.00	13.44	18.00
Laborers and freight, stock, and material movers, hand	9.00	9.01	11.91	14.25	18.20
Packers and packagers, hand	6.50	8.00	9.00	10.00	10.00

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, Richmond, VA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$8.00	\$11.00	\$15.75	\$22.66	\$32.14
Management occupations	22.12	23.56	28.85	40.36	56.44
Financial managers	19.98	24.41	42.42	62.50	89.42
Business and financial operations occupations	17.06	20.50	25.22	34.14	43.51
Accountants and auditors	20.50	20.50	22.23	35.37	43.51
Computer and mathematical science occupations	24.26	24.90	35.48	41.35	47.19
Computer systems analysts	28.08	32.94	40.11	46.40	58.72
Architecture and engineering occupations	30.91	37.74	45.35	55.05	63.54
Engineers	33.41	40.43	46.96	56.39	71.78
Life, physical, and social science occupations	22.31	23.04	23.52	26.67	29.42
Community and social services occupations	16.32	16.32	17.38	22.69	31.12
Education, training, and library occupations	15.02	16.91	21.59	29.66	35.14
Postsecondary teachers	26.25	32.85	33.90	35.14	43.98
Arts, design, entertainment, sports, and media occupations	19.99	20.48	20.48	25.00	29.34
Healthcare practitioner and technical occupations	15.94	16.16	23.11	31.00	37.00
Registered nurses	19.71	24.07	28.00	31.74	33.27
Therapists	21.78	23.59	25.97	27.42	35.77
Licensed practical and licensed vocational nurses	16.00	16.00	20.08	20.46	23.21
Healthcare support occupations	8.00	10.11	11.00	12.65	20.00
Nursing, psychiatric, and home health aides	7.55	9.50	11.00	12.00	12.65
Nursing aides, orderlies, and attendants	9.50	10.50	11.00	12.47	12.65
Miscellaneous healthcare support occupations	8.00	11.00	11.60	16.00	20.00
Food preparation and serving related occupations	2.13	6.50	7.96	10.00	11.11
Cooks	5.85	8.50	10.00	11.00	11.50
Cooks, restaurant	8.50	8.75	9.75	11.00	12.00
Food service, tipped	2.13	2.13	7.00	11.11	11.11
Waiters and waitresses	2.13	2.13	2.13	2.50	10.00
Fast food and counter workers	5.85	6.50	6.90	8.00	9.40
Combined food preparation and serving workers, including fast food	5.85	6.50	6.85	7.50	8.84
Building and grounds cleaning and maintenance occupations	8.28	9.24	10.25	13.14	13.14
Building cleaning workers	8.25	8.75	9.96	13.14	13.14
Janitors and cleaners, except maids and housekeeping cleaners	9.20	9.68	13.14	13.14	13.14
Maids and housekeeping cleaners	8.00	8.26	8.59	9.50	10.50
Grounds maintenance workers	9.50	10.00	10.25	13.00	13.00
Personal care and service occupations	6.75	7.00	7.99	9.50	17.86
Sales and related occupations	7.63	8.07	12.75	17.97	27.59
First-line supervisors/managers, sales workers	11.33	15.63	30.52	36.53	41.75
Retail sales workers	7.00	7.92	9.85	13.55	18.56
Cashiers, all workers	6.64	7.00	8.00	9.00	9.60
Cashiers	6.64	7.00	8.00	9.00	9.60
Retail salespersons	7.63	8.25	10.93	15.31	19.70
Securities, commodities, and financial services sales agents	13.40	16.02	49.52	119.55	378.84
Sales representatives, wholesale and manufacturing	15.50	15.50	17.77	23.50	45.41
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.50	15.50	17.77	23.50	45.41
Office and administrative support occupations	9.95	12.20	14.70	17.89	22.66
First-line supervisors/managers of office and administrative support workers	15.72	21.58	22.66	22.66	39.86
Financial clerks	10.04	12.58	13.80	15.42	17.17
Bookkeeping, accounting, and auditing clerks	10.69	12.96	14.01	15.92	16.54
Tellers	9.98	9.98	11.82	12.67	12.67

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Richmond, VA, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Customer service representatives	\$11.81	\$12.35	\$14.75	\$23.04	\$26.68
Receptionists and information clerks	8.00	10.00	12.50	15.34	18.00
Stock clerks and order fillers	7.75	8.70	9.30	9.40	14.40
Secretaries and administrative assistants	10.75	13.63	18.31	21.31	24.24
Executive secretaries and administrative assistants	13.09	14.25	16.68	19.54	24.24
Secretaries, except legal, medical, and executive	7.00	10.35	13.63	14.89	16.16
Insurance claims and policy processing clerks	13.93	14.42	15.41	17.31	21.70
Mail clerks and mail machine operators, except postal service	7.81	9.91	9.91	13.06	13.06
Office clerks, general	9.62	12.00	14.06	17.65	21.01
Construction and extraction occupations	10.50	13.50	16.50	20.36	21.40
Installation, maintenance, and repair occupations	10.79	15.50	20.19	26.88	30.55
Automotive technicians and repairers	10.79	17.15	20.81	24.14	30.96
Automotive service technicians and mechanics	10.79	16.00	19.23	23.43	33.37
Industrial machinery installation, repair, and maintenance workers	10.00	11.00	17.75	26.88	32.92
Industrial machinery mechanics	14.00	16.23	19.54	32.92	32.92
Maintenance workers, machinery	19.04	21.51	26.88	26.88	26.88
Production occupations	8.00	10.10	15.75	20.33	25.25
First-line supervisors/managers of production and operating workers	14.90	29.24	31.44	31.44	67.40
Miscellaneous assemblers and fabricators	7.80	8.61	10.25	13.19	15.48
Printers	11.00	11.00	20.65	20.65	22.43
Miscellaneous production workers	6.50	7.50	14.35	20.33	23.49
Transportation and material moving occupations	9.00	11.36	13.44	16.01	19.93
Driver/sales workers and truck drivers	11.68	13.33	15.00	15.50	18.00
Truck drivers, heavy and tractor-trailer	12.08	14.17	15.00	15.50	18.00
Industrial truck and tractor operators	10.20	11.75	14.00	17.80	18.15
Laborers and material movers, hand	8.28	9.00	10.00	13.44	18.00
Laborers and freight, stock, and material movers, hand	9.00	9.01	11.91	14.25	18.20
Packers and packagers, hand	6.50	8.00	9.00	10.00	10.00

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, Richmond, VA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$11.78	\$15.02	\$19.36	\$24.98	\$33.96
Management occupations	22.48	29.68	34.21	49.50	57.00
Business and financial operations occupations	16.59	18.94	20.54	30.37	32.45
Computer and mathematical science occupations	20.22	23.38	28.91	35.46	37.94
Community and social services occupations	14.90	17.50	20.80	22.52	27.54
Education, training, and library occupations	17.55	22.74	25.81	31.81	39.60
Postsecondary teachers	17.55	17.64	24.38	39.60	49.47
Primary, secondary, and special education school teachers	23.12	24.39	26.79	31.34	36.96
Elementary and middle school teachers	23.28	24.90	28.41	32.62	37.81
Elementary school teachers, except special education	23.27	24.68	28.41	32.32	37.81
Secondary school teachers	22.74	24.26	26.32	31.17	36.96
Secondary school teachers, except special and vocational education	22.74	24.26	26.32	31.17	36.96
Special education teachers	23.27	23.83	25.56	28.37	32.72
Healthcare practitioner and technical occupations	9.65	13.35	20.41	25.48	35.43
Protective service occupations	13.53	15.84	18.56	23.93	29.57
Police officers	17.10	18.10	20.99	25.63	29.77
Police and sheriff's patrol officers	17.10	18.10	20.99	25.63	29.77
Building and grounds cleaning and maintenance occupations	8.06	8.67	10.40	11.82	12.53
Building cleaning workers	7.82	8.58	9.11	11.18	12.74
Office and administrative support occupations	12.40	14.31	16.52	18.63	23.21
Secretaries and administrative assistants	15.53	16.96	20.19	23.92	27.55
Executive secretaries and administrative assistants	15.53	16.96	20.43	24.08	27.55
Construction and extraction occupations	11.71	13.49	15.53	17.93	21.85
Transportation and material moving occupations	7.75	10.20	12.86	14.07	17.97
Bus drivers	11.15	12.68	12.97	15.35	18.73
Bus drivers, school	11.15	12.68	12.97	15.35	18.73

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Richmond, VA, October 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$10.00	\$13.00	\$17.71	\$23.84	\$34.15
Management occupations	22.48	23.56	30.65	42.42	56.44
Computer and information systems managers	35.94	48.76	49.50	66.38	80.26
Financial managers	20.79	25.60	42.42	57.00	71.87
Business and financial operations occupations	17.06	19.98	23.20	32.98	41.39
Management analysts	18.49	20.38	20.50	32.45	44.82
Accountants and auditors	19.82	20.50	23.00	31.34	41.39
Computer and mathematical science occupations	24.26	24.90	34.53	40.39	45.19
Computer programmers	28.50	35.71	36.83	37.55	37.59
Computer software engineers	29.12	29.42	36.58	39.06	47.19
Computer systems analysts	28.08	32.94	40.11	46.40	58.72
Architecture and engineering occupations	21.13	30.91	41.39	52.31	57.26
Engineers	31.25	37.74	45.35	55.05	63.54
Life, physical, and social science occupations	20.91	23.04	23.52	26.25	28.13
Community and social services occupations	15.43	17.06	20.11	22.52	28.33
Counselors	17.06	20.80	21.81	22.52	31.12
Legal occupations	16.76	20.31	28.52	35.36	59.51
Education, training, and library occupations	17.11	22.74	25.77	31.81	39.44
Postsecondary teachers	17.55	18.97	27.86	39.60	48.56
Primary, secondary, and special education school teachers	22.74	23.96	26.69	31.17	36.96
Elementary and middle school teachers	21.78	24.26	27.93	32.28	37.81
Elementary school teachers, except special education	21.59	23.83	27.14	31.70	37.24
Secondary school teachers	23.25	24.39	26.71	31.49	36.96
Secondary school teachers, except special and vocational education	23.25	24.39	26.71	31.49	36.96
Special education teachers	22.74	23.83	25.45	28.37	32.04
Arts, design, entertainment, sports, and media occupations	15.70	19.99	20.48	21.37	22.32
Healthcare practitioner and technical occupations	13.24	16.16	21.79	30.00	37.47
Registered nurses	20.09	23.17	27.16	32.14	36.49
Licensed practical and licensed vocational nurses	15.00	17.20	20.08	20.46	21.15
Healthcare support occupations	9.58	11.00	11.40	13.00	20.00
Nursing, psychiatric, and home health aides	9.53	10.96	11.00	12.47	12.65
Nursing aides, orderlies, and attendants	9.50	11.00	11.00	12.47	12.75
Miscellaneous healthcare support occupations	9.25	11.00	12.08	17.00	25.00
Protective service occupations	9.50	11.80	15.52	21.24	27.64
Police officers	17.10	18.10	20.99	25.63	29.77
Police and sheriff's patrol officers	17.10	18.10	20.99	25.63	29.77
Food preparation and serving related occupations	2.13	8.25	9.45	11.11	12.50
Food service, tipped	2.13	2.13	10.15	11.11	11.11
Fast food and counter workers	6.00	8.75	9.15	12.00	14.47
Building and grounds cleaning and maintenance occupations	8.28	9.11	10.47	13.00	13.14
Building cleaning workers	8.00	8.60	9.80	13.13	13.14
Janitors and cleaners, except maids and housekeeping cleaners	8.76	9.66	12.93	13.14	13.14
Maids and housekeeping cleaners	7.75	8.25	8.58	9.39	10.71
Grounds maintenance workers	10.25	10.25	11.70	13.00	13.00
Landscaping and groundskeeping workers	10.25	10.25	11.70	13.00	13.00
Sales and related occupations	8.05	10.46	14.61	18.56	30.52
First-line supervisors/managers, sales workers	11.33	15.63	30.52	36.53	41.75
Retail sales workers	8.00	9.40	11.93	16.00	18.56

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Richmond, VA, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Sales and related occupations –Continued					
Cashiers, all workers	\$8.30	\$8.50	\$10.05	\$12.34	\$14.64
Cashiers	8.30	8.50	10.05	12.34	14.64
Retail salespersons	7.63	10.69	12.31	15.85	22.02
Securities, commodities, and financial services sales agents	13.40	16.02	49.52	119.55	378.84
Sales representatives, wholesale and manufacturing	15.50	15.50	17.77	23.50	45.41
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.50	15.50	17.77	23.50	45.41
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	11.50	13.21	15.49	18.17	23.04
Financial clerks	16.46	18.07	22.66	22.66	26.02
Bookkeeping, accounting, and auditing clerks	10.69	12.67	14.81	16.54	18.13
Customer service representatives	10.79	12.96	15.19	16.54	17.86
Receptionists and information clerks	11.81	13.14	16.52	23.04	26.68
Secretaries and administrative assistants	8.00	11.31	13.45	18.00	18.00
Executive secretaries and administrative assistants	13.09	14.70	19.23	23.19	24.58
Insurance claims and policy processing clerks	13.09	14.70	19.23	23.60	27.55
Office clerks, general	13.93	14.42	15.41	17.31	21.70
Office clerks, general	12.00	12.52	14.30	17.91	21.01
Construction and extraction occupations					
Construction and extraction occupations	10.50	13.50	16.40	20.36	21.40
Installation, maintenance, and repair occupations					
Installation, maintenance, and repair occupations	11.00	15.38	20.19	26.83	30.55
Automotive technicians and repairers	10.79	17.15	20.81	24.14	30.96
Automotive service technicians and mechanics	10.79	16.00	19.23	23.43	33.37
Industrial machinery installation, repair, and maintenance workers	10.00	12.00	16.63	26.88	32.92
Industrial machinery mechanics	14.00	16.23	19.54	32.92	32.92
Maintenance workers, machinery	19.04	21.51	26.88	26.88	26.88
Production occupations					
Production occupations	8.00	10.55	16.05	20.65	24.77
First-line supervisors/managers of production and operating workers	14.61	14.90	29.24	31.44	34.21
Miscellaneous assemblers and fabricators	8.00	9.50	11.41	14.37	16.85
Printers	11.00	11.00	20.65	20.65	22.43
Miscellaneous production workers	6.50	7.40	14.35	20.33	23.49
Transportation and material moving occupations					
Transportation and material moving occupations	10.02	12.08	14.53	17.80	20.92
Driver/sales workers and truck drivers	12.08	13.40	15.00	15.50	18.00
Truck drivers, heavy and tractor-trailer	12.08	14.17	15.00	15.50	18.00
Industrial truck and tractor operators	10.20	12.50	15.30	17.89	18.15
Laborers and material movers, hand	8.33	9.01	11.59	14.65	18.31
Laborers and freight, stock, and material movers, hand	9.01	11.50	12.99	17.38	19.93

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Richmond, VA, October 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$6.10	\$7.00	\$9.00	\$12.00	\$17.50
Education, training, and library occupations	9.16	9.16	10.29	18.95	29.90
Healthcare practitioner and technical occupations	16.00	16.00	23.54	30.00	33.32
Registered nurses	22.04	24.07	28.28	32.26	33.32
Healthcare support occupations	7.00	7.20	8.50	10.95	12.00
Nursing, psychiatric, and home health aides	7.00	7.25	9.00	10.65	13.20
Food preparation and serving related occupations	2.15	6.20	6.90	7.95	9.05
Cooks	5.85	5.85	8.50	10.21	11.50
Food service, tipped	2.13	2.13	4.00	7.00	10.00
Waiters and waitresses	2.13	2.13	2.15	2.50	10.00
Fast food and counter workers	5.50	6.50	6.75	7.00	8.00
Combined food preparation and serving workers, including fast food	5.50	6.50	6.75	7.00	8.00
Building and grounds cleaning and maintenance occupations	7.80	8.84	9.35	9.50	9.50
Personal care and service occupations	6.75	7.00	7.99	9.50	11.18
Sales and related occupations	6.64	7.25	8.00	9.20	11.95
Retail sales workers	6.64	7.14	8.00	9.10	11.95
Cashiers, all workers	6.64	7.00	7.50	8.40	9.25
Cashiers	6.64	7.00	7.50	8.40	9.25
Retail salespersons	7.00	7.90	8.25	10.55	17.57
Office and administrative support occupations	8.50	9.50	10.87	14.88	16.96
Financial clerks	7.76	10.87	13.00	14.79	16.50
Customer service representatives	9.00	10.30	12.00	22.00	22.00
Stock clerks and order fillers	7.50	7.82	8.00	9.00	9.10
Office clerks, general	9.12	9.62	10.00	14.64	17.50
Production occupations	7.80	8.61	10.00	10.50	16.32
Transportation and material moving occupations	6.00	9.00	10.00	12.00	13.44
Laborers and material movers, hand	6.70	9.00	9.07	11.15	13.44
Laborers and freight, stock, and material movers, hand	9.00	9.00	9.07	9.07	17.52

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Richmond, VA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.97	\$17.71	\$836	\$714	39.9	\$42,970	\$37,126	2,049
Management occupations	38.36	30.65	1,582	1,289	41.3	82,289	67,018	2,145
Computer and information systems managers	55.06	49.50	2,202	1,980	40.0	114,529	102,952	2,080
Financial managers	48.64	42.42	1,939	1,697	39.9	100,809	88,227	2,073
Business and financial operations occupations	28.96	23.20	1,152	928	39.8	59,886	48,250	2,068
Management analysts	26.32	20.50	1,044	820	39.6	54,265	42,640	2,061
Accountants and auditors	27.02	23.00	1,081	920	40.0	56,206	47,840	2,080
Computer and mathematical science occupations	34.03	34.53	1,348	1,357	39.6	70,104	70,549	2,060
Computer programmers	35.57	36.83	1,374	1,473	38.6	71,463	76,602	2,009
Computer software engineers	35.98	36.58	1,439	1,463	40.0	74,834	76,078	2,080
Computer systems analysts	41.37	40.11	1,633	1,605	39.5	84,896	83,468	2,052
Architecture and engineering occupations	41.84	41.39	1,650	1,634	39.5	85,824	84,958	2,051
Engineers	46.41	45.35	1,825	1,792	39.3	94,882	93,200	2,045
Life, physical, and social science occupations	24.20	23.52	961	941	39.7	49,986	48,922	2,066
Community and social services occupations	20.65	20.11	816	804	39.5	42,288	41,201	2,048
Counselors	22.65	21.81	879	857	38.8	45,260	44,583	1,998
Legal occupations	33.73	28.52	1,278	1,069	37.9	66,439	55,612	1,970
Education, training, and library occupations	27.43	25.77	1,060	1,019	38.6	44,743	41,569	1,631
Postsecondary teachers	30.82	27.86	1,220	1,114	39.6	60,099	57,943	1,950
Primary, secondary, and special education school teachers	28.05	26.69	1,087	1,038	38.8	43,929	41,573	1,566
Elementary and middle school teachers	28.48	27.93	1,084	1,045	38.0	43,209	41,321	1,517
Elementary school teachers, except special education	28.07	27.14	1,074	1,045	38.3	42,950	41,321	1,530
Secondary school teachers	28.47	26.71	1,118	1,045	39.3	45,270	42,245	1,590
Secondary school teachers, except special and vocational education	28.47	26.71	1,118	1,045	39.3	45,270	42,245	1,590
Special education teachers	26.36	25.45	1,032	979	39.1	42,597	40,980	1,616
Arts, design, entertainment, sports, and media occupations	20.12	20.48	779	819	38.7	40,515	42,600	2,013
Healthcare practitioner and technical occupations	23.68	21.79	943	957	39.8	48,563	48,458	2,051
Registered nurses	27.82	27.16	1,076	1,070	38.7	55,080	55,349	1,980
Licensed practical and licensed vocational nurses	18.84	20.08	739	780	39.2	38,451	40,560	2,041
Healthcare support occupations	13.36	11.40	498	448	37.3	25,903	23,296	1,939
Nursing, psychiatric, and home health aides	11.37	11.00	440	440	38.8	22,904	22,874	2,015
Nursing aides, orderlies, and attendants	11.39	11.00	441	440	38.7	22,911	22,874	2,011
Miscellaneous healthcare support occupations	14.45	12.08	515	475	35.6	26,756	24,690	1,851
Protective service occupations	17.31	15.52	712	696	41.1	36,610	36,193	2,114
Police officers	22.25	20.99	890	840	40.0	46,290	43,659	2,080
Police and sheriff's patrol officers	22.25	20.99	890	840	40.0	46,290	43,659	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Richmond, VA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations	\$9.33	\$9.45	\$383	\$375	41.0	\$19,694	\$19,500	2,111
Food service, tipped	7.86	10.15	319	378	40.7	16,390	16,726	2,086
Fast food and counter workers	10.22	9.15	382	353	37.4	19,412	18,381	1,899
Building and grounds cleaning and maintenance occupations	13.04	10.47	504	406	38.7	26,219	21,112	2,010
Building cleaning workers	10.38	9.80	400	382	38.6	20,812	19,864	2,006
Janitors and cleaners, except maids and housekeeping cleaners	11.54	12.93	462	517	40.0	24,009	26,892	2,080
Maids and housekeeping cleaners	8.94	8.58	328	325	36.6	17,034	16,894	1,905
Grounds maintenance workers	11.51	11.70	444	442	38.5	23,064	23,001	2,004
Landscaping and groundskeeping workers	11.51	11.70	444	442	38.5	23,064	23,001	2,004
Sales and related occupations	21.87	14.61	877	584	40.1	45,591	30,380	2,085
First-line supervisors/managers, sales workers	26.17	30.52	1,073	1,370	41.0	55,795	71,234	2,132
Retail sales workers	13.70	11.93	544	445	39.7	28,294	23,114	2,065
Cashiers, all workers	10.69	10.05	419	394	39.2	21,789	20,509	2,038
Cashiers	10.69	10.05	419	394	39.2	21,789	20,509	2,038
Retail salespersons	14.16	12.31	565	445	39.9	29,356	23,114	2,073
Securities, commodities, and financial services sales agents	105.28	49.52	4,211	1,981	40.0	218,986	103,000	2,080
Sales representatives, wholesale and manufacturing	22.04	17.77	884	711	40.1	45,966	36,957	2,086
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.10	17.77	887	711	40.1	46,106	36,957	2,086
Office and administrative support occupations	16.25	15.49	640	609	39.4	33,272	31,678	2,047
First-line supervisors/managers of office and administrative support workers	21.97	22.66	879	906	40.0	45,704	47,124	2,080
Financial clerks	14.86	14.81	589	587	39.7	30,637	30,514	2,062
Bookkeeping, accounting, and auditing clerks	14.97	15.19	593	608	39.6	30,818	31,597	2,059
Customer service representatives	17.56	16.52	697	620	39.7	36,233	32,222	2,064
Receptionists and information clerks ..	13.76	13.45	484	500	35.2	25,074	26,000	1,823
Secretaries and administrative assistants	18.98	19.23	739	759	39.0	38,450	39,450	2,026
Executive secretaries and administrative assistants	19.35	19.23	769	770	39.8	40,005	40,019	2,067
Insurance claims and policy processing clerks	16.35	15.41	628	619	38.4	32,666	32,200	1,998
Office clerks, general	15.55	14.30	618	564	39.7	32,114	29,340	2,065
Construction and extraction occupations	16.92	16.40	677	656	40.0	34,927	34,110	2,064
Installation, maintenance, and repair occupations	20.69	20.19	834	808	40.3	43,366	41,991	2,096
Automotive technicians and repairers	21.33	20.81	887	849	41.6	46,121	44,132	2,162
Automotive service technicians and mechanics	21.02	19.23	881	831	41.9	45,820	43,200	2,180
Industrial machinery installation, repair, and maintenance workers	18.97	16.63	751	665	39.6	39,066	34,599	2,059
Industrial machinery mechanics	24.16	19.54	941	1,147	38.9	48,927	59,646	2,025
Maintenance workers, machinery	24.01	26.88	958	1,075	39.9	49,828	55,910	2,075
Production occupations	16.79	16.05	667	642	39.7	34,675	33,384	2,066
First-line supervisors/managers of production and operating workers	27.43	29.24	1,091	1,170	39.8	56,752	60,815	2,069

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Richmond, VA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations —Continued								
Miscellaneous assemblers and fabricators	\$12.58	\$11.41	\$503	\$456	40.0	\$26,163	\$23,733	2,080
Printers	18.20	20.65	728	826	40.0	37,851	42,956	2,080
Miscellaneous production workers	14.38	14.35	572	574	39.8	29,744	29,848	2,068
Transportation and material moving occupations								
Driver/sales workers and truck drivers	15.29	14.53	638	610	41.7	32,791	31,512	2,145
Truck drivers, heavy and tractor-trailer	15.13	15.00	669	620	44.2	34,788	32,240	2,299
Industrial truck and tractor operators ..	15.17	15.00	688	630	45.3	35,752	32,760	2,357
Laborers and material movers, hand ..	14.87	15.30	596	612	40.1	31,002	31,824	2,085
Laborers and freight, stock, and material movers, hand	12.49	11.59	498	448	39.9	25,893	23,302	2,074
	13.77	12.99	548	520	39.8	28,489	27,019	2,070

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Richmond, VA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$20.84	\$17.00	\$832	\$696	39.9	\$43,160	\$35,984	2,071
Management occupations	38.54	28.85	1,596	1,270	41.4	83,009	66,015	2,154
Financial managers	47.74	42.42	1,902	1,697	39.8	98,919	88,227	2,072
Business and financial operations occupations	30.88	25.22	1,227	1,009	39.7	63,828	52,447	2,067
Accountants and auditors	27.46	22.23	1,098	889	40.0	57,121	46,228	2,080
Computer and mathematical science occupations	34.40	35.48	1,360	1,330	39.5	70,719	69,137	2,056
Computer systems analysts	41.37	40.11	1,633	1,605	39.5	84,896	83,468	2,052
Architecture and engineering occupations	45.81	45.35	1,801	1,789	39.3	93,677	93,022	2,045
Engineers	48.79	46.96	1,914	1,814	39.2	99,520	94,332	2,040
Community and social services occupations	20.10	17.26	799	691	39.8	41,550	35,909	2,067
Education, training, and library occupations	24.49	21.65	951	859	38.8	41,642	34,074	1,700
Postsecondary teachers	34.83	33.90	1,333	1,273	38.3	62,870	66,201	1,805
Arts, design, entertainment, sports, and media occupations	20.62	20.48	787	819	38.2	40,932	42,600	1,985
Healthcare practitioner and technical occupations	24.79	23.11	983	1,040	39.7	51,111	54,075	2,062
Registered nurses	27.70	27.35	1,079	1,082	39.0	56,120	56,243	2,026
Licensed practical and licensed vocational nurses	19.38	20.08	764	803	39.4	39,728	41,764	2,050
Healthcare support occupations	13.36	11.40	498	448	37.3	25,903	23,296	1,939
Nursing, psychiatric, and home health aides	11.37	11.00	440	440	38.8	22,904	22,874	2,015
Nursing aides, orderlies, and attendants	11.39	11.00	441	440	38.7	22,911	22,874	2,011
Miscellaneous healthcare support occupations	14.45	12.08	515	475	35.6	26,756	24,690	1,851
Food preparation and serving related occupations	9.33	9.50	386	386	41.3	20,032	20,052	2,148
Food service, tipped	7.81	10.15	319	386	40.8	16,580	20,052	2,123
Fast food and counter workers	10.25	9.15	391	353	38.2	20,351	18,381	1,986
Building and grounds cleaning and maintenance occupations	14.22	10.47	541	400	38.1	28,155	20,800	1,980
Building cleaning workers	10.61	10.00	403	390	38.0	20,936	20,280	1,974
Maids and housekeeping cleaners	8.88	8.53	308	288	34.7	16,005	14,976	1,802
Sales and related occupations	22.23	15.35	891	609	40.1	46,337	31,658	2,085
First-line supervisors/managers, sales workers	26.17	30.52	1,073	1,370	41.0	55,795	71,234	2,132
Retail sales workers	13.80	11.86	548	437	39.7	28,475	22,745	2,064
Cashiers, all workers	9.43	9.00	365	332	38.7	18,984	17,264	2,012
Cashiers	9.43	9.00	365	332	38.7	18,984	17,264	2,012
Retail salespersons	14.16	12.31	565	445	39.9	29,356	23,114	2,073
Securities, commodities, and financial services sales agents	105.28	49.52	4,211	1,981	40.0	218,986	103,000	2,080
Sales representatives, wholesale and manufacturing	22.04	17.77	884	711	40.1	45,966	36,957	2,086
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.10	17.77	887	711	40.1	46,106	36,957	2,086

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Richmond, VA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations	\$16.04	\$15.19	\$631	\$599	39.4	\$32,819	\$31,152	2,046
First-line supervisors/managers of office and administrative support workers	23.70	22.66	948	906	40.0	49,300	47,124	2,080
Financial clerks	14.47	14.21	575	576	39.7	29,897	29,952	2,066
Bookkeeping, accounting, and auditing clerks	14.34	15.19	570	608	39.7	29,635	31,597	2,066
Customer service representatives	17.60	15.80	703	630	39.9	36,537	32,745	2,076
Receptionists and information clerks ..	13.76	13.45	484	500	35.2	25,074	26,000	1,823
Secretaries and administrative assistants	18.12	18.90	701	721	38.7	36,472	37,497	2,012
Executive secretaries and administrative assistants	17.58	16.68	701	646	39.9	36,444	33,610	2,073
Insurance claims and policy processing clerks	16.35	15.41	628	619	38.4	32,666	32,200	1,998
Office clerks, general	16.08	15.87	639	634	39.8	33,252	32,980	2,067
Construction and extraction occupations	17.03	16.50	681	660	40.0	35,121	34,320	2,062
Installation, maintenance, and repair occupations	20.82	20.19	840	812	40.3	43,655	42,203	2,097
Automotive technicians and repairers	21.33	20.81	887	849	41.6	46,121	44,132	2,162
Automotive service technicians and mechanics	21.02	19.23	881	831	41.9	45,820	43,200	2,180
Industrial machinery installation, repair, and maintenance workers	19.56	17.75	773	714	39.5	40,193	37,128	2,055
Industrial machinery mechanics	24.16	19.54	941	1,147	38.9	48,927	59,646	2,025
Maintenance workers, machinery ..	24.01	26.88	958	1,075	39.9	49,828	55,910	2,075
Production occupations	16.75	16.05	666	642	39.7	34,619	33,384	2,067
First-line supervisors/managers of production and operating workers	32.80	31.44	1,301	1,258	39.7	67,670	65,395	2,063
Miscellaneous assemblers and fabricators	12.58	11.41	503	456	40.0	26,163	23,733	2,080
Printers	18.20	20.65	728	826	40.0	37,851	42,956	2,080
Miscellaneous production workers	14.38	14.35	572	574	39.8	29,744	29,848	2,068
Transportation and material moving occupations	15.30	14.75	643	614	42.0	33,445	31,928	2,185
Driver/sales workers and truck drivers	15.13	15.00	669	620	44.2	34,788	32,240	2,299
Truck drivers, heavy and tractor-trailer	15.17	15.00	688	630	45.3	35,752	32,760	2,357
Industrial truck and tractor operators ..	14.87	15.30	596	612	40.1	31,002	31,824	2,085
Laborers and material movers, hand ..	12.49	11.59	498	448	39.9	25,893	23,302	2,074
Laborers and freight, stock, and material movers, hand	13.77	12.99	548	520	39.8	28,489	27,019	2,070

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Richmond, VA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$21.53	\$19.82	\$854	\$794	39.7	\$42,197	\$39,391	1,960
Management occupations	36.92	34.21	1,477	1,369	40.0	76,804	71,165	2,080
Business and financial operations occupations	23.63	20.54	941	821	39.8	48,954	42,715	2,072
Computer and mathematical science occupations	32.24	34.53	1,290	1,381	40.0	67,097	71,818	2,081
Community and social services occupations	20.78	20.80	820	832	39.5	42,462	43,110	2,044
Education, training, and library occupations	27.87	26.06	1,076	1,023	38.6	45,184	41,824	1,621
Primary, secondary, and special education school teachers	28.56	26.79	1,107	1,043	38.8	44,668	41,811	1,564
Elementary and middle school teachers	29.79	28.41	1,133	1,072	38.0	45,003	41,953	1,511
Elementary school teachers, except special education	29.53	28.41	1,130	1,072	38.3	45,020	41,953	1,525
Secondary school teachers	28.37	26.69	1,113	1,043	39.2	44,932	42,104	1,584
Secondary school teachers, except special and vocational education	28.37	26.69	1,113	1,043	39.2	44,932	42,104	1,584
Special education teachers	26.68	25.56	1,043	991	39.1	43,249	40,980	1,621
Healthcare practitioner and technical occupations	20.70	20.13	833	769	40.3	41,857	38,766	2,022
Protective service occupations	20.38	18.56	866	823	42.5	45,041	42,784	2,210
Police officers	22.25	20.99	890	840	40.0	46,290	43,659	2,080
Police and sheriff's patrol officers	22.25	20.99	890	840	40.0	46,290	43,659	2,080
Building and grounds cleaning and maintenance occupations	10.39	10.47	415	419	40.0	21,606	21,773	2,080
Building cleaning workers	9.87	9.15	395	366	40.0	20,524	19,024	2,080
Office and administrative support occupations	17.09	16.52	674	635	39.4	35,050	32,999	2,051
Secretaries and administrative assistants	21.29	20.77	845	831	39.7	43,936	43,208	2,063
Construction and extraction occupations	16.10	15.53	644	621	40.0	33,485	32,302	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Richmond, VA, October 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$19.27	\$17.34	\$20.67	\$23.09
Management, professional, and related	31.94	25.81	37.55	36.29
Management, business, and financial	35.56	26.66	47.06	40.40
Professional and related	29.41	25.15	31.27	33.81
Service	10.01	9.48	10.67	12.03
Sales and office	16.99	18.25	16.70	14.56
Sales and related	19.40	21.48	17.27	13.24
Office and administrative support	15.47	15.20	16.40	14.93
Natural resources, construction, and maintenance	18.48	17.88	19.06	27.95
Construction and extraction	17.03	17.27	—	—
Installation, maintenance, and repair	20.82	19.19	22.13	27.95
Production, transportation, and material moving	15.38	14.64	15.09	17.82
Production	16.57	16.35	15.63	17.94
Transportation and material moving	14.19	13.51	14.45	17.52
	Relative error ³ (percent)			
All workers	4.7	5.7	13.9	5.0
Management, professional, and related	5.6	6.4	18.6	5.1
Management, business, and financial	10.4	7.9	25.0	9.4
Professional and related	4.4	10.5	8.5	4.2
Service	8.0	11.3	7.3	10.2
Sales and office	8.6	15.4	11.8	4.0
Sales and related	17.3	26.0	26.2	6.3
Office and administrative support	3.2	6.9	5.9	3.6
Natural resources, construction, and maintenance	1.9	3.3	7.4	3.6
Construction and extraction	7.4	7.5	—	—
Installation, maintenance, and repair	4.4	3.4	8.9	3.6
Production, transportation, and material moving	4.1	5.1	8.6	2.1
Production	6.4	7.6	17.4	2.9
Transportation and material moving	3.9	6.9	6.8	4.5

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Richmond, VA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$19.11	\$16.40	\$767	\$680	40.1	\$39,743	\$35,360	2,080
Management occupations	27.94	24.41	1,194	1,200	42.7	62,093	62,392	2,222
Business and financial operations occupations ...	21.98	20.50	879	820	40.0	45,710	42,640	2,080
Computer and mathematical science occupations	36.60	35.71	1,411	1,250	38.6	73,383	64,999	2,005
Healthcare practitioner and technical occupations	24.42	23.11	978	1,040	40.0	50,832	54,075	2,082
Healthcare support occupations	14.91	11.00	540	448	36.2	28,090	23,296	1,884
Food preparation and serving related occupations	9.02	9.38	378	376	41.9	19,652	19,552	2,178
Building and grounds cleaning and maintenance occupations	18.74	10.25	688	369	36.7	35,768	19,188	1,909
Sales and related occupations	24.23	15.58	966	623	39.8	50,209	32,398	2,072
Retail sales workers	16.19	14.58	639	640	39.5	33,235	33,280	2,052
Retail salespersons	17.83	14.58	711	640	39.9	36,961	33,280	2,073
Office and administrative support occupations	16.06	14.70	624	576	38.9	32,457	29,952	2,021
Secretaries and administrative assistants	16.79	14.70	643	588	38.3	33,441	30,580	1,992
Office clerks, general	15.52	13.75	613	550	39.5	31,877	28,600	2,053
Construction and extraction occupations	17.27	16.50	691	660	40.0	35,578	34,320	2,060
Installation, maintenance, and repair occupations	19.19	18.86	777	800	40.5	40,413	41,600	2,106
Automotive technicians and repairers	20.46	20.29	849	840	41.5	44,137	43,680	2,157
Automotive service technicians and mechanics	19.81	18.43	830	772	41.9	43,179	40,131	2,179
Production occupations	16.76	18.00	666	720	39.7	34,612	37,440	2,065
Transportation and material moving occupations	14.96	14.25	642	610	42.9	33,376	31,720	2,232
Driver/sales workers and truck drivers	14.36	14.50	665	620	46.3	34,595	32,240	2,410
Truck drivers, heavy and tractor-trailer	14.40	14.50	706	641	49.1	36,734	33,322	2,552
Industrial truck and tractor operators	14.76	14.25	593	570	40.2	30,822	29,640	2,088
Laborers and material movers, hand	13.21	11.20	528	448	40.0	27,479	23,302	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Richmond, VA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.77	\$17.71	\$904	\$708	39.7	\$46,948	\$36,828	2,062
Management occupations	55.72	42.42	2,199	1,677	39.5	114,330	87,206	2,052
Financial managers	53.62	42.42	2,134	1,697	39.8	110,981	88,227	2,070
Business and financial operations occupations ...	34.09	30.00	1,352	1,192	39.7	70,300	62,005	2,062
Accountants and auditors	33.34	32.36	1,333	1,294	40.0	69,341	67,309	2,080
Computer and mathematical science occupations	33.89	34.04	1,348	1,362	39.8	70,088	70,799	2,068
Computer systems analysts	42.47	41.76	1,669	1,687	39.3	86,766	87,720	2,043
Architecture and engineering occupations	46.85	46.96	1,838	1,814	39.2	95,579	94,332	2,040
Engineers	50.50	49.08	1,975	1,915	39.1	102,679	99,600	2,033
Legal occupations	49.41	54.03	1,887	2,121	38.2	98,098	110,310	1,985
Education, training, and library occupations	29.28	29.66	1,137	1,149	38.8	54,564	59,755	1,864
Healthcare practitioner and technical occupations	25.39	25.78	991	1,021	39.1	51,556	53,102	2,031
Registered nurses	27.80	28.15	1,081	1,084	38.9	56,205	56,368	2,022
Healthcare support occupations	11.46	11.82	443	458	38.7	23,032	23,795	2,011
Nursing, psychiatric, and home health aides	11.48	11.88	441	452	38.4	22,933	23,504	1,998
Nursing aides, orderlies, and attendants	11.53	12.00	441	469	38.3	22,946	24,398	1,990
Food preparation and serving related occupations	11.09	11.26	424	418	38.2	22,039	21,715	1,987
Building and grounds cleaning and maintenance occupations	10.95	10.50	429	408	39.1	22,298	21,195	2,036
Building cleaning workers	10.94	10.50	428	408	39.1	22,268	21,195	2,035
Sales and related occupations	18.47	12.97	749	509	40.6	38,957	26,478	2,109
Retail sales workers	11.58	10.93	462	437	39.9	24,029	22,732	2,074
Retail salespersons	11.74	10.93	468	437	39.9	24,343	22,732	2,073
Office and administrative support occupations	16.03	15.45	636	618	39.7	33,054	32,136	2,062
First-line supervisors/managers of office and administrative support workers	19.06	18.74	762	750	40.0	39,636	38,981	2,080
Financial clerks	14.84	14.66	589	587	39.7	30,635	30,514	2,065
Bookkeeping, accounting, and auditing clerks ...	14.38	15.19	571	608	39.7	29,706	31,597	2,066
Customer service representatives	17.07	14.68	680	587	39.9	35,373	30,534	2,072
Secretaries and administrative assistants	19.48	19.23	762	756	39.1	39,620	39,312	2,033
Executive secretaries and administrative assistants	19.62	19.43	780	777	39.8	40,577	40,423	2,068
Insurance claims and policy processing clerks	16.35	15.41	628	619	38.4	32,666	32,200	1,998
Office clerks, general	16.58	17.01	663	680	40.0	34,496	35,379	2,080
Installation, maintenance, and repair occupations	24.03	23.28	961	965	40.0	49,982	50,201	2,080
Industrial machinery installation, repair, and maintenance workers	24.14	26.16	948	1,075	39.3	49,299	55,910	2,042
Industrial machinery mechanics	24.16	19.54	941	1,147	38.9	48,927	59,646	2,025
Production occupations	16.75	14.75	666	598	39.8	34,625	31,075	2,068
First-line supervisors/managers of production and operating workers	41.37	34.21	1,625	1,283	39.3	84,478	66,700	2,042
Miscellaneous assemblers and fabricators	12.58	11.41	503	456	40.0	26,163	23,733	2,080
Printers	21.94	22.43	878	897	40.0	45,634	46,646	2,080
Miscellaneous production workers	14.72	16.05	584	642	39.7	30,367	33,384	2,063

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Richmond, VA, October 2007** — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$15.76	\$15.35	\$645	\$614	40.9	\$33,530	\$31,928	2,127
Laborers and material movers, hand	12.04	11.91	479	447	39.8	24,929	23,228	2,070
Laborers and freight, stock, and material movers, hand	13.90	13.00	552	520	39.7	28,699	27,040	2,064

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Richmond, VA, October 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$20.53	\$20.60	—	\$19.55	\$19.18	\$21.24
Management, professional, and related	—	—	—	29.96	32.16	25.38
Management, business, and financial	—	—	—	34.26	35.56	28.34
Professional and related	—	—	—	27.67	29.67	24.68
Service	—	—	—	10.93	9.93	16.40
Sales and office	20.03	20.03	—	16.89	16.94	16.62
Sales and related	—	—	—	19.16	19.40	—
Office and administrative support	20.03	20.03	—	15.66	15.33	17.01
Natural resources, construction, and maintenance	28.64	28.64	—	17.47	17.54	16.93
Construction and extraction	—	—	—	16.51	16.56	16.10
Installation, maintenance, and repair	28.99	28.99	—	19.30	19.32	—
Production, transportation, and material moving	18.88	18.88	—	14.67	14.63	15.32
Production	18.83	18.83	—	15.68	15.55	—
Transportation and material moving	19.27	19.27	—	13.92	13.97	12.73
	Relative error ⁴ (percent)					
All workers	3.8	4.1	—	4.1	5.1	3.8
Management, professional, and related	—	—	—	4.4	5.7	4.7
Management, business, and financial	—	—	—	9.0	10.4	13.2
Professional and related	—	—	—	3.8	4.7	5.0
Service	—	—	—	7.4	8.3	9.8
Sales and office	9.1	9.1	—	7.5	8.7	2.2
Sales and related	—	—	—	16.9	17.3	—
Office and administrative support	9.1	9.1	—	2.6	3.3	1.6
Natural resources, construction, and maintenance	3.9	3.9	—	2.1	2.1	5.2
Construction and extraction	—	—	—	5.5	6.1	7.5
Installation, maintenance, and repair	5.2	5.2	—	3.3	3.6	—
Production, transportation, and material moving	4.3	4.3	—	4.7	4.9	7.6
Production	4.8	4.8	—	9.7	10.3	—
Transportation and material moving	7.2	7.2	—	3.8	3.9	9.3

¹ Union workers are those whose wages are determined through collective bargaining.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Richmond, VA, October 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$18.84	\$18.29	\$28.04	\$28.04
Management, professional, and related	29.26	31.25	38.65	38.65
Management, business, and financial	32.87	33.96	51.81	51.81
Professional and related	27.41	29.35	—	—
Service	11.16	9.94	—	—
Sales and office	14.99	14.69	30.07	30.07
Sales and related	13.17	13.21	36.27	36.27
Office and administrative support	15.75	15.43	15.95	15.95
Natural resources, construction, and maintenance	17.75	17.86	—	—
Construction and extraction	—	16.31	—	—
Installation, maintenance, and repair	20.16	20.26	—	—
Production, transportation, and material moving	15.43	15.43	14.71	14.71
Production	16.59	16.55	—	—
Transportation and material moving	14.17	14.23	—	—
	Relative error ⁴ (percent)			
All workers	2.9	3.5	18.9	18.9
Management, professional, and related	3.8	5.0	19.7	19.7
Management, business, and financial	7.2	8.5	22.1	22.1
Professional and related	3.8	4.7	—	—
Service	7.6	8.0	—	—
Sales and office	3.8	4.6	33.8	33.8
Sales and related	9.6	10.1	37.3	37.3
Office and administrative support	2.4	3.1	14.0	14.0
Natural resources, construction, and maintenance	2.2	2.2	—	—
Construction and extraction	—	6.0	—	—
Installation, maintenance, and repair	4.2	4.5	—	—
Production, transportation, and material moving	4.2	4.4	5.4	5.4
Production	6.4	6.6	—	—
Transportation and material moving	4.1	4.2	—	—

¹ Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Richmond, VA, October 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$21.22	-	-	-	-	\$19.39	-	\$14.94
Management, professional, and related	-	36.21	-	-	-	-	25.40	-	24.09
Management, business, and financial	-	32.30	-	-	-	-	33.28	-	-
Professional and related	-	37.67	-	-	-	-	23.99	-	-
Service	-	-	-	-	-	-	11.29	-	9.85
Sales and office	-	27.17	-	-	-	-	13.95	-	14.05
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	18.56	-	-	-	-	14.06	-	14.05
Natural resources, construction, and maintenance	-	23.73	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	23.73	-	-	-	-	-	-	-
Production, transportation, and material moving	-	16.99	-	-	-	-	-	-	-
Production	-	17.98	-	-	-	-	-	-	-
Transportation and material moving ...	-	11.86	-	-	-	-	-	-	-
	Relative error ⁴ (percent)								
All workers	-	2.2	-	-	-	-	8.6	-	18.1
Management, professional, and related	-	7.4	-	-	-	-	6.0	-	10.4
Management, business, and financial	-	4.8	-	-	-	-	3.6	-	-
Professional and related	-	4.8	-	-	-	-	7.9	-	-
Service	-	-	-	-	-	-	16.1	-	13.4
Sales and office	-	14.2	-	-	-	-	7.3	-	8.1
Sales and related	-	-	-	-	-	-	-	-	-
Office and administrative support	-	8.8	-	-	-	-	7.1	-	8.1
Natural resources, construction, and maintenance	-	4.8	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	-	4.8	-	-	-	-	-	-	-
Production, transportation, and material moving	-	.6	-	-	-	-	-	-	-
Production	-	2.8	-	-	-	-	-	-	-
Transportation and material moving ...	-	11.4	-	-	-	-	-	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Richmond, VA, Metropolitan Statistical Area (MSA) includes the cities of Colonial Heights, Hopewell, Petersburg, and Richmond; and the counties of Amelia, Caroline, Charles City, Chesterfield, Cumberland, Dinwiddie, Goochland, Hanover, Henrico, King and Queen, King William, Louisa, New Kent, Powhatan, Prince George, and Sussex, VA.

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were

developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with as-

signed point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1-4
Group II	Levels 5-8
Group III	Levels 9-12
Group IV	Levels 13-15

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment's most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee whom the employer considers to be full time.

Part-time worker. Any employee whom the employer considers to be part time.

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar "cells" were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed "cell" level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteris-

tics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within

each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Richmond, VA, October 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	564,000	466,600	97,400
Management, professional, and related	155,500	103,300	52,200
Management, business, and financial	47,800	39,100	8,700
Professional and related	107,700	64,100	43,500
Service	105,400	91,100	14,300
Sales and office	157,600	137,200	20,400
Sales and related	56,700	54,800	–
Office and administrative support	100,900	82,400	18,500
Natural resources, construction, and maintenance	58,100	52,100	6,000
Construction and extraction	36,700	32,300	4,400
Installation, maintenance, and repair	21,400	19,700	–
Production, transportation, and material moving	87,400	83,000	4,400
Production	41,900	40,100	–
Transportation and material moving	45,500	42,900	2,600

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix table 2. **Survey establishment response, Richmond, VA, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	25,757	25,001	756
Total in sample	395	364	31
Responding	228	198	30
Refused or unable to provide data	103	102	1
Out of business or not in survey scope	64	64	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.